AMENDMENTS TO THE CLAIMS

1.   (Original) A method for qualifying candidates for employment with an employer, said method comprising:

executing a computer program, said computer program receiving as input from said employer a desired hiring criteria of said employer;

based on said desired hiring criteria of said employer, said computer program generating at least one customized application program that is executable to interact with candidates for employment with said employer and determine whether each of said candidates is qualified for employment with said employer;

allowing said candidates access to the at least one generated customized application program; and

responsive to input from each of said candidates to the at least one generated customized application program, said at least one generated customized application program automatically determining whether each of said candidates qualifies for a position of employment with the employer.

2.   (Original) The method of claim 1 wherein said desired hiring criteria includes at least one criteria selected from the group consisting of:

candidate's education, candidate's work experience, candidate's possessing a particular license, candidate's language skills, and candidate's computer skills.

3.   (Original) The method of claim 1 wherein said computer program provides a predetermined list of hiring criteria for selection by said employer as said desired hiring criteria.

4.   (Original) The method of claim 3 wherein said computer program allows said employer to input additional hiring criteria not included on said predetermined list.

5.   (Original) The method of claim 1 wherein said computer program includes a user interface for interacting with said employer to receive as input said desired hiring criteria from said employer.

6.   (Original) The method of claim 1 wherein said computer program receiving said desired hiring criteria further includes:

receiving said desired hiring criteria from a user interface.

7.   (Previously Presented) The method of claim 6 wherein said user interface is a separate program executable to communicate with said computer program.

8.   (Original) The method of claim 1 wherein said at least one customized application program is executable to interact with a candidate to enable said candidate to self-administer a qualification session for a position of employment with said employer.

9.   (Original) The method of claim 1 wherein said at least one customized application program enables access by one or more candidates via at least one communication platform.

10.   (Original) The method of claim 9 wherein said at least one communication platform includes platforms selected from the group consisting of: telephony-based platform, web-based platform, and other processor-based platforms.

11.   (Original) The method of claim 9 wherein said at least one customized application program includes an IVR application that enables access by one or more candidates via telephone.

12.   (Original) The method of claim 9 wherein said at least one customized application program includes a web-based application that enables access by one or more candidates via a processor-based device via the World Wide Web.

13.   (Original) The method of claim 1 wherein said generating step includes:
generating a plurality of said customized application program.

14.   (Original) The method of claim 13 wherein each of said plurality of customized application programs is executable to enable interaction with candidates via a different communication platform.

15.　　(Original)　The method of claim 1 further comprising:

said computer program receiving as input from said employer preferences of said employer as to characteristics of said at least one customized application program.

16.　　(Original)　The method of claim 15 wherein said computer program receives as input from said employer indication of one or more communication platforms on which said at least one customized application program is to enable access by candidates.

17.　　(Original)　The method of claim 1 wherein said at least one customized application program is executable to assist in further screening of candidates beyond determining whether based on said desired hiring criteria said candidates qualify for a position of employment with the employer.

18.　　(Original)　The method of claim 17 wherein said at least one customized application program is executable to schedule future testing with a candidate determined based on said desired hiring criteria to be qualified for a position of employment with the employer.

19.　　(Original)　The method of claim 17 wherein said at least one customized application program is executable to administer testing of a candidate determined based on said desired hiring criteria to be qualified for a position of employment with the employer.

20.　　(Original)　The method of claim 17 wherein said at least one customized application program is executable to schedule a future personal interview with hiring personnel of the employer and a candidate determined based on said desired hiring criteria to be qualified for a position of employment with the employer.

21.　　(Original)　The method of claim 20 wherein said at least one customized application program interacts with a calendaring program to schedule said future personal interview at a time available for said hiring personnel.

22.　　(Original)　The method of claim 17 wherein said at least one customized application program is executable to forward supplemental materials to hiring personnel of the employer for a candidate determined based on said desired hiring criteria to be qualified for a position of employment with the employer.

23.   (Original) The method of claim 22 wherein said supplemental materials include at least one of the materials selected from the group consisting of: candidate resume, writing sample, questionnaire, letter of recommendation, and school transcript.

24.   (Original) The method of claim 22 wherein said at least one customized application is executable to forward said supplemental materials to hiring personnel electronically.

25.   (Original) The method of claim 24 wherein said at least one customized application is executable to forward said supplemental materials to hiring personnel via at least one communication method selected from the group consisting of: e-mail and fax.

26.   (Original) The method of claim 22 further comprising the step of:
said at least one customized application receiving said supplemental materials from a candidate.

27.   (Original) The method of claim 26 wherein said at least one customized application receives said supplemental materials via at least one of the following methods: fax, e-mail, and digital imaging device.

28.   (Original) The method of claim 1 further comprising the step of:
said at least one customized application program outputting to a candidate determined by said customized application program as not qualifying for a position of employment with the employer one or more reasons for said candidate not qualifying.

29.   (Original) The method of claim 1 further comprising the step of:
storing to a database information about a candidate received by said at least one customized application.

30.   (Previously Presented) A system for use in qualifying candidates for employment with an employer, said system comprising:

a processor-based device; and

a computer program executable by said processor-based device to receive as input desired hiring criteria of said employer and generate at least one application program, wherein said desired hiring criteria specifies at least one attribute to be possessed by a candidate to be considered qualified for a position of employment, and wherein said at least one application program is executable to interact with candidates and determine whether each of said candidates qualifies for said position of employment with said employer.

31.   (Original) The system of claim 30 wherein said processor-based device is a device selected from the group consisting of: PC, workstation, laptop computer, and PDA.

32.   (Original) The system of claim 30 wherein said processor-based device is a server computer.

33.   (Original) The system of claim 32 wherein said server computer comprises a web server.

34.   (Previously Presented) The system of claim 30 wherein said at least one attribute includes an attribute concerning one selected from the group consisting of:

candidate's education, candidate's work experience, candidate's possessing a particular license, candidate's language skills, and candidate's computer skills.

35.   (Original) The system of claim 30 wherein said computer program includes a user interface for interacting with said employer to receive as input said desired hiring criteria.

36.   (Original) The system of claim 30 wherein said at least one application program is executable to interact with a candidate to enable said candidate to self-administer a qualification session for a position of employment with said employer.

37.   (Original) The system of claim 30 wherein said at least one application program enables access by one or more candidates via at least one communication platform.

38.   (Original) The system of claim 38 wherein said at least one communication platform includes platforms selected from the group consisting of: telephony-based platform, web-based platform, and other processor-based platforms.

39.   (Original) The system of claim 37 wherein said at least one application program includes an IVR application that enables access by one or more candidates via telephone.

40.   (Original) The system of claim 37 wherein said at least one application program includes a web-based application that enables access by one or more candidates via a processor-based device via the World Wide Web.

41.   (Original) The system of claim 30 wherein said computer program is executable to generate a plurality of said application programs.

42.   (Original) The system of claim 41 wherein each of said plurality of application programs is executable to enable interaction with candidates via a different communication platform.

43.   (Original) The system of claim 30 further including an input device communicatively coupled to said processor-based device to enable candidates to input supplemental materials to said processor-based device.

44.   (Original) The system of claim 43 wherein said supplemental materials include at least one of the materials selected from the group consisting of: candidate resume, writing sample, questionnaire, letter of recommendation, and school transcript.

45.   (Original) The system of claim 43 wherein said input device includes at least one device selected from the group consisting of fax machine and digital imaging device.

46.   (Original) The system of claim 43 wherein said at least one application program is executable to electronically communicate said supplemental materials to hiring personnel.

47.   (Original) The system of claim 46 wherein said at least one application program is executable to electronically communicate said supplemental materials via at least one communication method selected from the group consisting of e-mail and fax.

48.   (Original) The system of claim 30 further comprising a data storage device communicatively coupled to said processor-based device to enable storage of data received by said at least one application program.

49.   (Original) The system of claim 48 wherein said data storage device is at least one device selected from the group consisting of: hard drive, floppy disk, Compact Disc (CD), Digital Versatile Disc (DVD), and other data storage devices.

50.   (Original) The system of claim 30 wherein said processor-based device is communicatively coupled to a communication network to enable access by said employer to said computer program via said communication network.

51.   (Original) The system of claim 50 wherein said communication network is a network selected from the group consisting of: PSTN, wireless communication network, a proprietary network, general purpose processor-based information network, dedicated communication lines, computer network, direct PC to PC connection, LAN, WAN, modem to modem connection, Internet, Intranet, Extranet, or any combination thereof.

52.   (Original) The system of claim 51 wherein said processor-based device is communicatively coupled to a communication network to enable access by said candidates to said at least one application program via said communication network.

53.   (Original) The system of claim 52 wherein said communication network is a network selected from the group consisting of: PSTN, wireless communication network, a proprietary network, general purpose processor-based information network, dedicated communication lines, computer network, direct PC to PC connection, LAN, WAN, modem to modem connection, Internet, Intranet, Extranet, or any combination thereof.

54.   (Previously Presented) Computer executable program code stored to a computer-readable medium said code for generating customized programs for qualifying candidates for employment with an employer, said computer executable program code comprising:

code for presenting a user interface for receiving hiring criteria from an employer;

code for presenting a user interface for receiving preferences from said employer regarding operational characteristics of at least one qualification program to be generated; and

code for generating at least one qualification program for interacting with candidates in accordance with said received preferences and determining whether each of said candidates qualifies for a position of employment with said employer.

55.   (Previously Presented) The computer executable program code of claim 54 wherein said code for presenting and code for generating are part of a common computer program.

56.   (Original) The computer executable program code of claim 54 wherein said code for presenting and said code for generating are each part of separate computer programs that are capable of communicating with each other.

57.   (Original) The computer executable program code of claim 54 wherein said at least one qualification program is executable to interact with a candidate to enable said candidate to self-administer a qualification session for a position with said employer.

58.   (Original) The computer executable program code of claim 54 wherein said at least one qualification program enables access by one or more candidates via at least one communication platform.

59.   (Original) The computer executable program code of claim 58 wherein said at least one communication platform includes platforms selected from the group consisting of: telephony-based platform, web-based platform, and other processor-based platforms.

60.   (Original) The computer executable program code of claim 58 wherein said at least one qualification program includes an IVR application that enables access by one or more candidates via telephone.

61.   (Original) The computer executable program code of claim 58 wherein said at least one qualification program includes a web-based application that enables access by one or more candidates via a processor-based device via the World Wide Web.

62.   (Previously Presented) A business method for qualifying candidates for employment with an employer, said business method comprising:

allowing an employer access to a computer executable program, wherein said computer executable program enables said employer to generate at least one customized application program based on a desired hiring criteria of said employer, said desired hiring criteria defining at least one attribute desired to be possessed by a candidate to be considered qualified for a position of employment; and

allowing candidates access to the at least one generated customized application program; and

responsive to input from each of said candidates to the at least one customized application program, said at least one customized application program automatically determining whether each of said candidates qualifies for said position of employment with the employer.

63.   (Original) The business method of claim 62 wherein said allowing an employer access further comprises:

allowing said employer access to said computer executable program via a communication network.

64.   (Original) The business method of claim 63 wherein said communication network is a network selected from the group consisting of:

PSTN, wireless communication network, a proprietary network, general purpose processor-based information network, dedicated communication lines, computer network, direct PC to PC connection, LAN, WAN, modem to modem connection, Internet, Intranet, Extranet, or any combination thereof.

65.   (Original) The business method of claim 62 wherein said allowing candidates access to the at least one generated customized application program further comprises:

allowing said candidates access to said at least one customized application program via a communication network.

66.   (Original) The business method of claim 65 wherein said communication network is a network selected from the group consisting of:

PSTN, wireless communication network, a proprietary network, general purpose processor-based information network, dedicated communication lines, computer network, direct PC to PC connection, LAN, WAN, modem to modem connection, Internet, Intranet, Extranet, or any combination thereof.

67.   (Original) The business method of claim 62 wherein said at least one customized application program is executable to assist in further screening of candidates beyond determining whether based on said desired hiring criteria said candidates qualify for a position of employment with the employer.

68.   (Original) The business method of claim 67 further comprising:

if determined by said at least one customized application program based on said desired hiring criteria that a candidate is qualified for a position of employment with the employer, said at least one customized application program executing to schedule future testing with said candidate.

69.   (Original) The business method of claim 68 further comprising:

if determined by said at least one customized application program based on said desired hiring criteria that a candidate is qualified for a position of employment with the employer, said at least one customized application program executing to administer testing of said candidate.

70.   (Original) The business method of claim 67 further comprising:

if determined by said at least one customized application program based on said desired hiring criteria that a candidate is qualified for a position of employment with the employer, said at least one customized application program executing to schedule a future personal interview with hiring personnel of the employer and said candidate.

71.   (Original) The business method of claim 70 wherein said at least one customized application program interacts with a calendaring program to schedule said future personal interview at a time available for said hiring personnel.

72.   (Original) The business method of claim 67 further comprising:

if determined by said at least one customized application program based on said desired hiring criteria that a candidate is qualified for a position of employment with the employer, said at least one customized application program executing to forward supplemental materials to hiring personnel of the employer for said candidate.

73.   (Original) The business method of claim 72 wherein said supplemental materials include at least one of the materials selected from the group consisting of: candidate resume, writing sample, questionnaire, letter of recommendation, and school transcript.

74.   (Original) The business method of claim 72 wherein said at least one customized application is executable to forward said supplemental materials to hiring personnel electronically.

75.   (Original) The business method of claim 74 wherein said at least one customized application is executable to forward said supplemental materials to hiring personnel via at least one communication method selected from the group consisting of: e-mail and fax.

76.   (Original) The business method of claim 72 further comprising the step of:

said at least one customized application receiving said supplemental materials from a candidate.

77.   (Original) The business method of claim 76 wherein said at least one customized application receives said supplemental materials via at least one of the following methods: fax, e-mail, and digital imaging device.

78.   (Previously Presented) The method of claim 15 wherein said input of employer preferences as to characteristics of said at least one customized application program received by said computer program includes at least one selected from the group consisting of:

input indicating whether the at least one customized application program is to automatically schedule an interview with candidates determined to be qualified for a position, input indicating whether the at least one customized application program is to interact with a calendaring program to schedule an interview with candidates determined to be qualified for a position, input indicating one or more interviewers with whom an interview is to be scheduled for candidates determined to be qualified for a position, input indicating whether the at least one customized application program is to request supplemental material from candidates determined to be qualified for a position, input indicating whether the at least one customized application program is to forward supplemental material received from qualified candidates to one or more hiring managers, and input indicating whether the at least one customized application program is to schedule future testing with a candidate determined to be qualified for a position.

79.   (Previously Presented) The method of claim 78 wherein said generated at least one customized application program operates in accordance with the input employer preferences.

80.   (Previously Presented) The method of claim 78 wherein said supplemental material include at least one of the materials selected from the group consisting of:

candidate resume, writing sample, questionnaire, letter of recommendation, and school transcript.

81.   (Previously Presented) The system of claim 30 wherein said computer program is further executable to receive as input preferences of said employer as to operational characteristics of said at least one application program to be generated.

82.   (Previously Presented) The system of claim 81 wherein said computer program is operable to receive a preference of said employer as to one or more communication platforms on which said at least one application program is to enable access by candidates.

83.   (Previously Presented) The system of claim 81 wherein said input of employer preferences as to operational characteristics of said at least one application program includes at least one selected from the group consisting of:

input indicating whether the at least one application program is to automatically schedule an interview with candidates determined to be qualified for a position, input indicating whether the at least one application program is to interact with a calendaring program to schedule an interview with candidates determined to be qualified for a position, input indicating one or more interviewers with whom an interview is to be scheduled for candidates determined to be qualified for a position, input indicating whether the at least one application program is to request supplemental material from candidates determined to be qualified for a position, input indicating whether the at least one application program is to forward supplemental material received from qualified candidates to one or more hiring managers, and input indicating whether the at least one application program is to schedule future testing with a candidate determined to be qualified for a position.

84.   (Currently Amended) The computer ~~executabl~~ executable program code of claim 58 wherein an indication of said at least one communication platform is received as one of said preferences.

85.   (Previously Presented) The computer executable program code of claim 54 wherein said user interface for receiving preferences from said employer is operable to receive at least one selected from the group consisting of:

input indicating whether the at least one qualification program is to automatically schedule an interview with candidates determined to be qualified for a position, input indicating whether the at least one qualification program is to interact with a calendaring program to schedule an interview with candidates determined to be qualified for a position, input indicating one or more interviewers with whom an interview is to be scheduled for candidates determined to be qualified for a position, input indicating whether the at least one qualification program is to request supplemental material from candidates determined to be qualified for a position, input indicating whether the at least one qualification program is to forward supplemental material received from qualified candidates to one or more hiring managers, and input indicating whether the at least one qualification program is to schedule future testing with a candidate determined to be qualified for a position.

86.   (Previously Presented) The business method of claim 62 further comprising:

receiving as input to said computer executable program, preferences of said employer as to operational characteristics of said at least one customized application program to be generated.

87.   (Previously Presented) The business method of claim 86 wherein said input of employer preferences as to operational characteristics of said at least one customized application program received by said computer executable program includes at least one selected from the group consisting of:

input indicating whether the at least one customized application program is to automatically schedule an interview with candidates determined to be qualified for a position, input indicating whether the at least one customized application program is to interact with a calendaring program to schedule an interview with candidates determined to be qualified for a position, input indicating one or more interviewers with whom an interview is to be scheduled for candidates determined to be qualified for a position, input indicating whether the at least one customized application program is to request supplemental material from candidates determined to be qualified for a position, input indicating whether the at least one customized application program is to forward supplemental material received from qualified candidates to one or more hiring managers, and input indicating whether the at least one customized application program is to schedule future testing with a candidate determined to be qualified for a position.

88.   (New) The method of claim 1 wherein said computer program receiving as input a desired hiring criteria comprises receiving manually inputted hiring criteria from said employer, and wherein said computer program generating said at least one customized application program comprises said computer program automatically integrating the manually inputted hiring criteria into the at least one customized application program.

89.   (New) The method of claim 1 wherein said computer program receiving as input a desired hiring criteria comprises:

receiving said input defining any hiring criteria desired for said position of employment, wherein said input desired hiring criteria is not limited to a selection of hiring criteria pre-defined by said computer program.

90.   (New) The system of claim 30 wherein said input of said desired hiring criteria comprises input defining a desired hiring criteria that is not pre-defined by said computer program.

91.   (New) The computer executable program code of claim 54 wherein said code for presenting a user interface for receiving hiring criteria from an employer further comprises:

code for presenting said user interface for receiving hiring criteria that is not pre-defined by said computer executable program code.

92.   (New) The business method of claim 62 further comprising:

automatically integrating, into the generated at least one customized application program, said desired hiring criteria that is manually input into the computer executable program.

93.   (New) A method comprising:

receiving as manual input from a user to a computer program at least one qualification criteria of an employer for a position of employment with said employer; and

said computer program automatically integrating said received at least one qualification criteria into an automated employment decision system.

94.   (New) The method of claim 93 wherein said automated employment decision system is operable to interact with candidates for employment with said employer and determine whether said candidates are qualified for employment with said employer.

95.   (New) The method of claim 93 wherein said automatically integrating comprises:

said computer program generating at least one customized application program that is executable to interact with candidates for employment with said employer and determine whether each of said candidates satisfies said at least one qualification criteria.

96.   (New) The method of claim 95 wherein said receiving as manual input from a user to a computer program at least one qualification criteria of an employer comprises receiving as manual input at least one question, and wherein said at least one customized application program presents said at least one question to said candidates.

97.   (New) The method of claim 96 wherein said receiving as manual input from a user to a computer program at least one qualification criteria further comprises receiving as manual input an indication of at least one answer to said at least one question that satisfies said at least one question, and wherein said at least one customized application program determines whether answers received from said candidates for said at least one question satisfy said at least one question.

98.   (New) The method of claim 93 wherein said receiving as manual input from a user at least one qualification criteria further comprises:

receiving said manual input defining any qualification criteria desired for said position of employment, wherein said at least one qualification criteria is not limited to a selection of qualification criteria pre-defined by said computer program.

99.   (New) An automated employment decision system for use in qualifying candidates for employment with an employer, said system comprising:

a processor-based device; and

a computer program executable by said processor-based device to receive manual input from a user defining a desired criteria for a position of employment with the employer, wherein said input defining a desired hiring criteria is not limited to a selection of hiring criteria pre-defined by said computer program; and

said computer program further executable to automatically integrate the defined hiring criteria into an application program that is executable to interact with candidates and determine, based at least in part on the defined hiring criteria, whether each of said candidates qualifies for said position of employment with said employer.

100.   (New) The system of claim 99 wherein in automatically integrating the defined hiring criteria into said application program, the computer program generates at least one customized application program that is executable to interact with said candidates and determine, based at least in part on the defined hiring criteria, whether each of said candidates qualifies for said position of employment with said employer.

101.   (New) The system of claim 100 wherein in receiving said manual input from a user for defining the desired criteria for a position, the computer program is executable to receive as manual input at least one question, and wherein said at least one customized application program presents said at least one question to said candidates.